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UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA
SAN FRANCISCO DIVISION

AMERICAN FEDERATION OF
GOVERNMENT EMPLOYEES, AFL-CIO, *et al.*,

Plaintiffs,

v.

DONALD J. TRUMP, in his official capacity as
President of the United States, *et al.*,

Defendants.

Case No.: 3:25-cv-03070-JD

**SUPPLEMENTAL
DECLARATION OF
MICAH NIEMEIER-WALSH**

SUPPLEMENTAL DECLARATION OF MICAH NIEMEIER-WALSH

I, Micah Niemeier-Walsh, declare as follows:

1. I am over the age of 18 and have personal knowledge of the facts in this declaration.

2. I am an Industrial Hygienist at the National Institute for Occupational Safety & Health (“NIOSH”), in the Department of Health and Human Services. I am also the Vice President of the American Federation of Government Employees Local 3840 (“Local 3840” or the “Union”).

3. Local 3840 represents a bargaining unit of 215 civil servants who work for NIOSH.

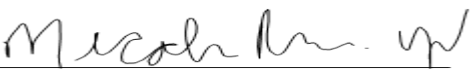
4. On April 1, 2025, the agency announced a wide-scale reductions-in-force (“RIF”) that would reduce the overall number of employees at NIOSH by 93%.

5. On May 2, 2025, HHS provided the bargaining unit employees notice that almost all employees were placed on administrative leave and that our official termination date would be July 2, 2025. Approximately 97% of the bargaining unit represented by AFGE Local 3840 has received a RIF notice.

6. NIOSH’s RIF has been done without regard for the collective bargaining agreement (“CBA”) between Local 3840 and the Centers for Disease, Control and Prevention, National Institute for Occupational Safety and Health. For example, the CBA provides that the agency must provide a reason for the proposed RIF and that the Union must be given an opportunity to negotiate over the impact and implementation of a RIF, as well as that the agency must create a retention list in the event employees are returned to work in the future. None of the rights provided by the CBA were afforded to employees by NIOSH. The Union demanded bargaining over the impact and implementation of the RIF and submitted an information request, both of which the agency ignored. The Union also filed a grievance outlining the ways in which the RIF was done in violation of the CBA, but the agency has failed to respond to the grievance.

1 I declare under penalty of perjury that the foregoing is true and correct.
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5 Executed: May 7, 2025
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